

Bernice L. Fields**Arbitrator/ Attorney at Law**

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RESUME**Current Employer:** Independent Arbitrator/Attorney

Work History: Attorney, Private Practice, 1994-present; Arbitrator: American Arbitration Association, Employment and Commercial Panels; Federal Mediation and Conciliation Service; United States Postal Service/National Association of Letter Carriers; Assistant to Director, Office of Equal Employment Opportunity, University of Minnesota (1993-94); Legal Research and Writing Instructor, Hamline University Law School (1992-93); Assistant Regional, Counsel Immigration and Naturalization Service (1988-91); Supervising Attorney, Southern Minnesota Regional Legal Services (1986-1988); Staff Attorney, Minneapolis Legal Aid (1981-1986); Instructor, Women and the Law, Women's Studies, University of Minnesota (1982-85); Human Resources, Prudential Insurance Company (1975-76).

Experience: 27 years experience in civil/administrative litigation with regard to federal/state/municipal disputes regarding workplace issues, government benefits, employment law, immigration benefits, family law and consumer affairs.

Alternative Dispute Resolution Experience: discipline and discharge, employee benefits, warning letters, on/off-site misconduct, contract rights, age, religion, race, sex, gender, and nationality discrimination, workers' compensation benefits, consumer contract disputes, tenure rights, management rights, securities industry, interest arbitration cases, commodities, and Merit System Protection Board cases.

Arbitration Panels

AAA Employment and Commercial Panels. FMCS, Bureau of Mediation Services, State Rule 114 Neutral, Bureau of Mediation Service, National Mediation Board, National Futures Association Panel, and National Association of Securities Dealers

Professional Licenses: Admitted to Bar: Minnesota 1981; U.S. District Court, 1981;

Professional Associations: Minnesota Bar Association, American Bar Association, Minnesota Association of Mediators, and Black Women Lawyers Network,

Education: Kansas State College B.S. Education; University of Minnesota Law School (JD-1979)

Publications and Speaking Engagements: “Cultural Differences in Communication and Negotiation,” Minnesota State Bar Association, 1994; The Art of Administrative Advocacy, Minnesota Department of Human Services.